

Business Closure and Layoff WARN Information

California Worker Adjustment and Retraining Notification Act (WARN) requirements include plant closure affecting any amount of employees. Layoff of 50 or more employees within a 30-day period regardless of % of workforce. Relocation of at least 100 miles affecting any amount of employees. [California Labor Code Section 1400 (d)-(f)] Federal WARN Noticing requirements include plant closings involving 50 or more employees during a 30-day period. Layoffs within a 30-day period involving 50 to 499 full-time employees constituting at least 33% of the full-time workforce at a single site of employment. Layoffs of 500 or more are covered regardless of percentage of workforce. (29 USC, et seq., 2101 and 20 CFR 639.3)

*California WARN

Governor Newsom issued [Executive Order N-31-20 \(PDF\)](#), which temporarily suspends the 60-day notice requirement in the California WARN Act for those employers that give written notice to employees and satisfy other conditions. The suspension was intended to permit employers to act quickly in order to mitigate or prevent the spread of coronavirus. The Executive Order **does not** suspend the California WARN Act in its entirety, nor does it suspend the law for all covered employers. The Executive Order **only** suspends the California WARN Act's 60-day notice requirement for those employers that satisfy the Order's specific conditions. Employers should continue to file a WARN per the legislation requirements regardless if the 60-day notice time frame is not met. For more information, visit the [COVID-19: WARN FAQs](#).

Refer to the [EDD website](#) for more information and [FAQs](#).

Below you will find addresses for all the parties that must be contacted per Title 20 Code of Federal Regulations Section 639.7:

EDD WARN Act Coordinator-

By E-mail: (preferred method) eddwarnnotice@edd.ca.gov

By Mail:

WARN Act Coordinator

Statewide Services Unit

Workforce Services Division

Employment Development Department

P.O. Box 826880, MIC 50/Room 5099

Sacramento, CA 94280-0001

Elected Officials of County Government -

San Luis Obispo County Board of Supervisors

[District and Contact Information](#)

Local Workforce Development Board -

Social Services Director, Mr. Devin Drake

San Luis Obispo County Department of Social Services

PO Box 8119

San Luis Obispo, CA 93403

Any Union or Employment Representation Organization associated with your business must also be notified as applicable. Local City elected officials (City Mayor) may also be noticed.